

# **QUALITY CRITERIA OF THE JOB-RELATED PERSONALITY TEST (BPT) BY WALDEMAR PELZ**

## **Content**

The Job-Related Personality Test (BPT) is a questionnaire that makes it possible to measure nine job-relevant personality traits reliably and easily. The quantified contents of the nine attributes have defined definitions and DeepL contents. The nine factors are measured by six items each, which were developed from personal statements by professionals and managers and are to be indicated on a five-point Likert response scale.

## **Reliability**

The reliability of the nine factors proves to be good to very good, both for internal consistency ( $\alpha = .64$  to  $.81$ ) and for retest reliability ( $rtt = .82$ -.90).

## **Test Validity**

The nine-factor structure is confirmed in assenting factor analyses. Construct validation shows plausible correlations to the corresponding dimensions. Criterion validation using the career success criterion implementation competence (volition) yields multiple regression coefficients up to  $R = .44$ . The large number of dimensions makes it possible to capture a broader and more differentiated spectrum of personality than in other tests.

## **Norms**

The norm data of the BPT come primarily from the target group of specialists and managers in the technical, scientific, and commercial fields and are based on almost 30,000 data records. These can be differentiated according to further attributes such as management experience, company size, professional position, and age.

*\*This is a scientifically validated test that is used to determine soft skills in order to make personnel recruitment more successful for companies. If you are interested in further validated tests, please contact GHU.*